



Curriculum Review Committee Academic Instruction



Learn. Graduate. Give Back.

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Return to on-site learning

Essential Question: Based on the anticipated and unforeseen realities of Q1, how do we innovate and align to maximize the instructional program for the remainder of the school year?

- Staffing: mid-1st semester, key instructional leaders remained in the classroom
- Instruction: online instructional platforms, new teacher support, and collaboration with Content Leads
- Moving forward: modified bell schedule to maximize intervention support services

Staffing

Discussion Question: What are the core requirements of a successful mid-year induction plan amidst an urgent staffing crisis?

Context

- Launched AY21/22 with 11 vacancies and 0 substitutes
- Launching Mid-1st Semester with 10 vacancies and 8 onsite substitutes
- Academic Instruction Team (AIT) and Senior Leaders continue to cover additional daily absences

Impact

- Faculty seeks leadership visibility and real-time classroom support
- Continued loss of teachers and leaders exacerbate our dependence on the academic instruction team in the classroom

Instruction

Discussion Question: Discussion Question: In anticipation of the continued need for Instructional Leaders to provide daily substitute coverage, how best can we partner with Content Leads to streamline communication with faculty, inform real-time decisions, and improve the efficacy of instruction without exacerbating their own burnout?

Context

- Leaders have prioritized partnering with Content Leads to begin providing faculty with a cadence for collaborative planning and instructional support
- Leaders continue to provide direct instruction to students instead of observation and coaching for faculty
- We are using APEX and UC Scout to support instruction in classrooms with staffing vacancies

Impact

- The desired cadence of observation, particularly for new teachers, has yet to actualize
- Over reliance on email communication, which can lead to misunderstandings and reduces opportunities for authentic collaboration

Learnings through the first 8 weeks

Essential Question: Based on the anticipated and unforeseen realities of Q1, how do we innovate and align to maximize the instructional program for the remainder of the school year?

Key Learnings	Responsive Reprioritization
<ul style="list-style-type: none">● Trust in leadership is low due in part to prior harm and present implications of the challenging return to on-site learning● Direct and predictable access to leadership is needed to provide clarity and establish trust● A full culture and climate reboot is required to collaboratively redefine what it means to be a Marlin, for students and staff, as we return to campus● Staff asked to cover faculty vacancies desire both the ability to complete key functions of their primary role <i>while providing high quality support for students.</i>	<ul style="list-style-type: none">● Model acknowledgement and accountability for real-time errors without excuse (additional context)● Prioritize removing both DAIs from providing daily substitute coverage to maintain a regular cadence of content team and 1:1 meetings with faculty● Prioritize PD time on Fridays to support the collaborative commitment to our culture and climate reboot● Develop a cadence of instructional and culture & climate PD sessions for our on-site substitute team

Moving Forward

Discussion Question: Do we have the appetite to modify the bell schedule to maximize intervention services while eliminating our highest coverage period?

Context

- Coverage during 7-12th grade Marlin Hour is our highest cover period of the school day
- Minimizing substitute coverage during intervention will increase the rate of learning recovery for students

Impact

- Interventionists, Intervention Specialist, and Student Success Liaisons will be available three periods per day to provide targeted, Tier 3, intervention
- The proposed schedule modification will relief coverage pressure during a high impact period while maintaining pathways for student acceleration

Thank you.



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